

**Average Hourly Labor Rates, Fringe Benefit Rates
& Estimate of Incumbent Employees Available
RFP DE-RP09-07SR22505**

The following labor categories, average hourly labor rates, and fringe benefit information are provided for the incumbent workforce.

RFP Section L.5(f)2 requires offerors to use the applicable average direct labor rates provided below for all incumbent workforce employees projected to perform the SOW.

RFP Section L.5(f)4 requires offerors to apply the fringe benefit rates provided below to direct labor costs associated with the incumbent workforce.

The table is separated by FLSA non-exempt, exempt, and Davis-Bacon Act workers.

<u>Labor Categories (FLSA Non-Exempt)</u>	<u>Average Hourly Labor Rate</u>	<u>Estimate of Incumbent Employees Available (see Note Below)</u>
Decontamination Technicians (NE)	\$28.18	0
Radiation Protection Technicians (NE)	28.18	99
Air Monitoring Technicians (NE)	28.18	0
Industrial Hygiene Technician (NE)	28.18	9
Dosimetry Specialist (NE)	28.18	0
Senior Multi-Skilled Technician (NE)	28.18	59
Production Operator (NE)	25.20	298
Radiological Control (NE)	25.20	6
Multi-Skilled Technician (NE)	22.52	98
Clerks, Typists, Bookkeepers & Receptionist (NE)	20.25	33

Estimate of Incumbent Employees Available: The number of employees identified above is provided for proposal purposes only and represents a very preliminary split of the available workforce between the Site M&O workforce and the Liquid Waste workforce. Specific information on available workforce will be provided during contract transition.

Non-Exempt Fringe Benefit Rates:

Other than Pension Components (regular time)	31.35%
Pension Component (regular time)	<u>13.26%</u>
Total Fringe Benefit Rate (regular time)	44.61%
 Other than Pension Components (overtime)	 7.36%
Pension Component (regular time)	<u>13.26%</u>
Total Fringe Benefit Rate (overtime)	20.26%

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<u>Labor Categories (FLSA Exempt)</u>	<u>Average Hourly Labor Rate</u>	<u>Estimate of Incumbent Employees Available (see Note Below)</u>
Area Manager	\$62.89	28
Senior/Deputy Manager	60.08	19
Project Managers	52.66	7
Managers	50.71	63
Superintendent	50.71	29
Operations Shift Supervisor	48.46	92
Health Physicist	45.05	7
Lead Operations Specialist	45.05	149
Senior/Lead Administrative	42.53	61
Geologist	41.57	0
Hydro Geologist	41.57	0
Engineers, Electrical	41.57	See Note Below
Engineers, Civil	41.57	See Note Below
Engineers, Cost	41.57	See Note Below
Engineers, Mechanical	41.57	See Note Below
Engineers, Nuclear	41.57	See Note Below
Engineers, Project	41.57	See Note Below
Safety Engineers	41.57	See Note Below
Engineers, Quality Control	41.57	See Note Below
Field Engineers	41.57	See Note Below
A.L.A.R.A. (as low as reasonably achievable)Spec	41.57	0
Operations/Technical Training Specialist	38.46	1
Waste Certification Specialist	38.30	0
Design Specialist	38.30	14
Schedulers/Planners	35.02	46
Cost Estimators	35.02	0
Training Specialist	35.02	33
Site Safety & Health Officer	32.24	0
General Administrative	29.80	8
Inspectors	28.18	16

Exempt Fringe Benefit Rates:

Other than Pension Components (regular time)	24.97%
Pension Component (regular time)	<u>13.26%</u>
Total Fringe Benefit Rate (regular time)	38.23%

Other than Pension Components (overtime)	7.03%
Pension Component (regular time)	<u>13.26%</u>
Total Fringe Benefit Rate (overtime)	20.29%

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Continuation of Information for Non-Exempt Employees:

Engineers – Currently 416 incumbent are identified as supporting Liquid Waste. Of these, 255 are identified as Process Engineers, 12 as QA Engineers, 42 as Construction Engineers, 7 as Industrial/Safety Engineers, 58 as Computer/IT Engineers, 39 as Design Engineers, and 3 as R&D.

Area Managers – Of the 28 Area Managers noted above, 2 are identified with Administrative Support, 18 identified with Operations, and 8 identified with Process Engineering.

Senior/Deputy Managers – Of the 19 Senior/Deputy Managers noted above, 5 are identified with Process Engineering, 4 are identified with Maintenance, 2 each are identified with HR and Operations, and 1 each is identified with Administrative Support, Analytical Lab, Estimating/Project Controls, Procurement/Material Management, QA, and Radiological Control.

Project Managers – Of the 7 Project Managers noted above, 3 are identified with Operations and 4 with Process Engineering.

Managers – Of the 63 Managers noted above, 32 are identified with Operations, 13 are identified with Process Engineering, 7 are identified with Maintenance, 5 are identified with Radiological Control, 2 are identified with Computer/IT, and 1 each is identified with Administrative Support, Analytical Lab, Estimating/Project Controls, and QA.

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<u>Labor Categories (Davis-Bacon Act)</u>	<u>Average Hourly Labor Rate</u>
Laborers (NE)	\$24.97
Carpenters (NE)	35.86
Cement Masons (NE)	35.96
Ironworkers (NE)	41.71
Ops Engineers (NE)	38.55
Painters (NE)	35.51
Millwrights (NE)	40.67
Boilermakers (NE)	54.35
Sheetmetal Worker (NE)	44.48
Machinists (NE)	49.30
Electricians (NE)	44.57
Pipefitters (NE)	44.62

Davis-Bacon Act Fringe Benefit Rates – The above average hourly labor rates include required benefits. No additional fringe benefit rate should be added.

Estimate of Incumbent Employees Available: Workers identified above are usually obtained through union halls for required activities and projects. For proposal purposes, offerors should assume that employees are available in the numbers required. Specific information on available workforce will be provided during contract transition.

Additionally, the incumbent workforce includes 147 Maintenance Professionals. Offerors should use the above disciplines and rates (without adding fringe benefits), as applicable for proposal purposes.